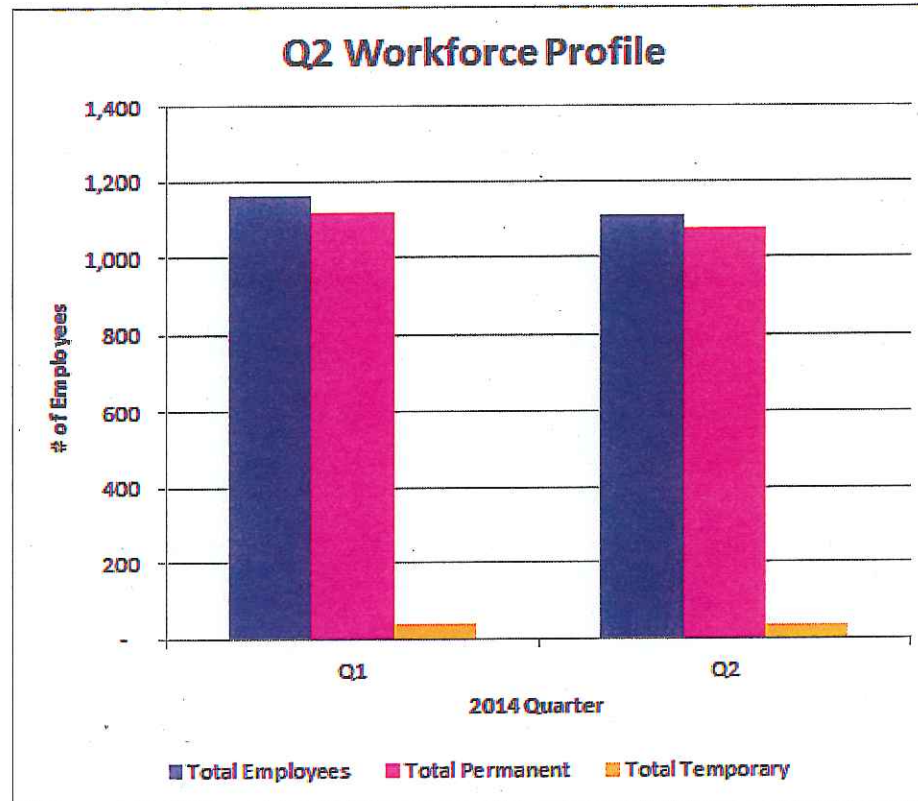


## 19. Region 5

## 1. Region 5 Workforce Profile

An overview of the current number of all (permanent and temporary) employees, by quarter.



Workforce	Q1		Q2	
	#	%	#	%
Total Employees	1,161	100.0%	1,113	100.0%
Total Permanent	1,123	96.7%	1,079	96.9%
Total Temporary	38	3.3%	34	3.1%

## 2. Region 5 versus National Civilian Labor Force Demographic Diversity Comparison and Survey Data on LGBT Employees

An overview of the current number and percentages of all EPA (permanent and temporary) employees by race/national origin, targeted disability, and veteran status compared to the most recently available EEO Tabulation 2006-2010 (5-year American Community Service (ACS) data) for race/national origin comparisons and the Bureau of Labor Statistics (BLS) Employment Situation of Veterans-2010 as of March 2011 data for veteran comparisons.

Group	CLF	R5 Q2	
	%	#	%
Veteran	6.97%	73	6.56%
Targeted Disabilities <sup>1</sup>	2.00%	25	2.25%
American Indian/Alaska Native	0.60%	5	0.45%
Asian	4.80%	68	6.11%
Black	11.30%	239	21.47%
Hawaiian/Pacific Islander	0.20%	-	0.00%
White	67.00%	724	65.05%
More than 1 Race	1.50%	13	1.17%
Hispanic	14.60%	64	5.75%
<b>TOTALS:</b>	100.00%	1,113	100.00%
LGBT <sup>2</sup>	Government 2013 EVS 2.7%	EPA 2013 EVS 4.45%	

<sup>1</sup> The Targeted Disabilities benchmark of 2% is not based on the CLF but instead the federal goal established pursuant to Executive Order 13548-Increasing Federal Employment of Individuals with Disabilities.

<sup>2</sup> The source of data on the government-wide and EPA LGBT community is the Employee Viewpoint Survey (EVS), an OPM-administered survey conducted annually. Additional information is located at: [Annual Data on the EPA Lesbian, Gay, Bisexual, and Transgender \(LGBT\) Population](#).

Quarter	American Indian/ Alaska Native		Asian		Black		Hawaiian/Pacific Islander		White		More than 1 Race		Hispanic		Veteran		Targeted Disabilities	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q1	6	0.5%	71	6.1%	251	21.6%	-	0.0%	755	65.0%	14	1.2%	64	5.5%	81	7.0%	26	2.2%
Q2	5	0.4%	68	6.1%	239	21.5%	-	0.0%	724	65.0%	13	1.2%	64	5.8%	73	6.6%	25	2.2%



### 3. Region 5 Employee and National Civilian Labor Force Gender Comparison

An overview of the current number and percentages of all EPA (permanent and temporary) employees by race/national origin, targeted disability and gender compared to the most recently available EEO Tabulation 2006-2010 (5-year American Community Service (ACS) data) for race/national origin comparisons and the Bureau of Labor Statistics (BLS) Employment Situation of Veterans-2010 as of March 2011 data for veteran comparisons.

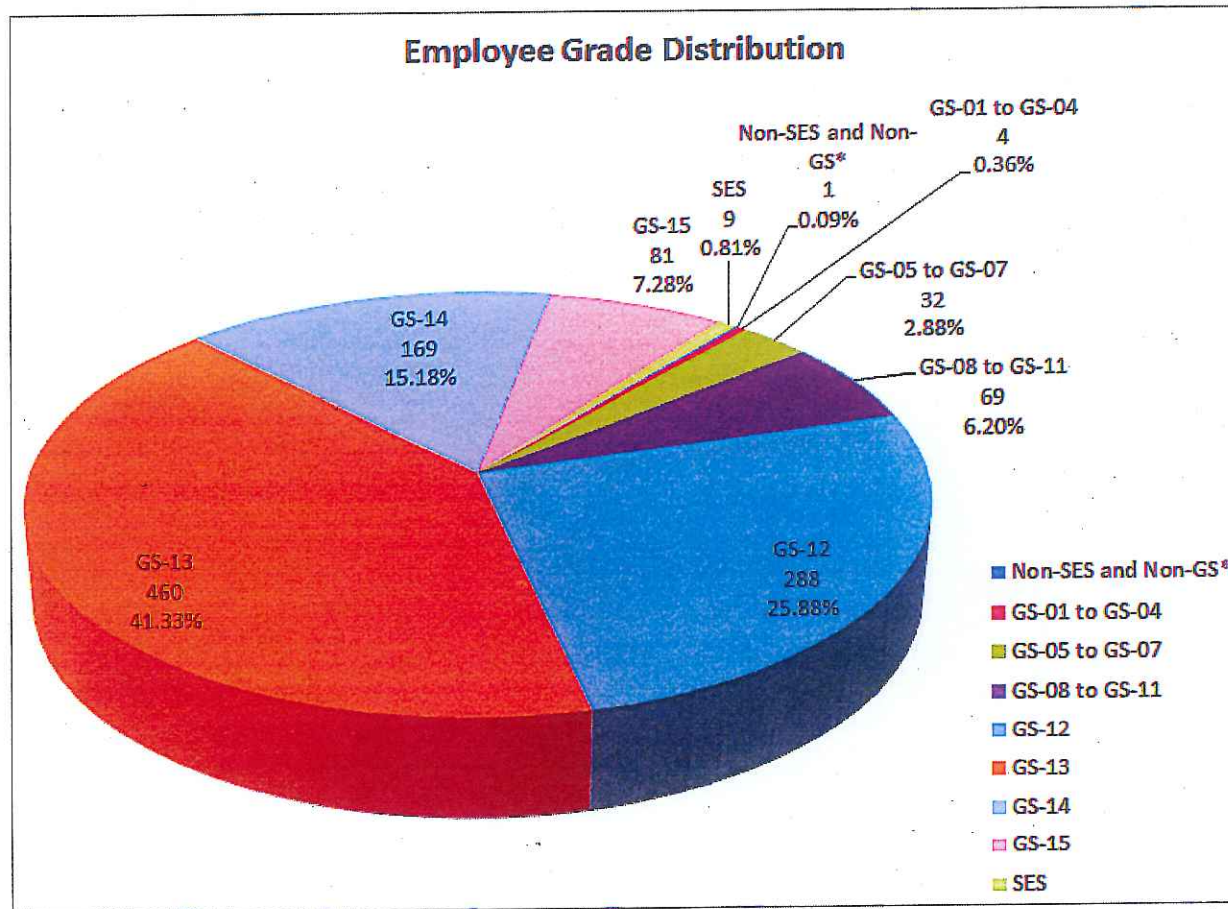
Group	Q2 Number		CLF		R5 Q2	
	Male	Female	Male	Female	Male	Female
Veteran	50	23	6.31%	0.66%	4.49%	2.07%
Targeted Disabilities*	15	10	2%*	2%*	1.35%	0.90%
American Indian/ Alaska Native	-	5	0.30%	0.30%	0.00%	0.45%
Asian	36	32	2.50%	2.30%	3.23%	2.88%
Black	45	194	5.20%	6.10%	4.04%	17.43%
Hawaiian/Pacific Islander	-	-	0.10%	0.10%	0.00%	0.00%
White	413	311	35.50%	31.50%	37.11%	27.94%
More than 1 Race	4	9	0.80%	0.70%	0.36%	0.81%
Hispanic	29	35	8.40%	6.20%	2.61%	3.14%
<b>TOTALS:</b>	<b>527</b>	<b>586</b>	<b>52.80%</b>	<b>47.20%</b>	<b>47.35%</b>	<b>52.65%</b>

\* The 2% for Targeted Disabilities is not based on the CLF but instead represents the federal goal established pursuant to Executive Order 13548- Increasing Federal Employment of Individuals with Disabilities.

Quarter	American Indian/ Alaska Native		Asian		Black		Hawaiian/ Pacific Islander		White		More than 1 Race		Hispanic		Veteran		Targeted Disability	
	% of Male	% of Female	% of Male	% of Female	% of Male	% of Female	% of Male	% of Female	% of Male	% of Female	% of Male	% of Female	% of Male	% of Female	% of Male	% of Female	% of Male	% of Female
Q1	0.09%	0.43%	3.19%	2.93%	4.13%	17.48%	0.00%	0.00%	36.86%	28.17%	0.34%	0.86%	2.58%	2.93%	5.08%	2.07%	1.29%	0.95%
Q2	0.00%	0.45%	3.23%	2.88%	4.04%	17.43%	0.00%	0.00%	37.11%	27.94%	0.36%	0.81%	2.61%	3.14%	4.49%	2.07%	0.00%	0.90%

#### 4. Region 5 Grade Distribution

An overview of the number and percentages of all (permanent and temporary) employees by grade level in the current quarter.

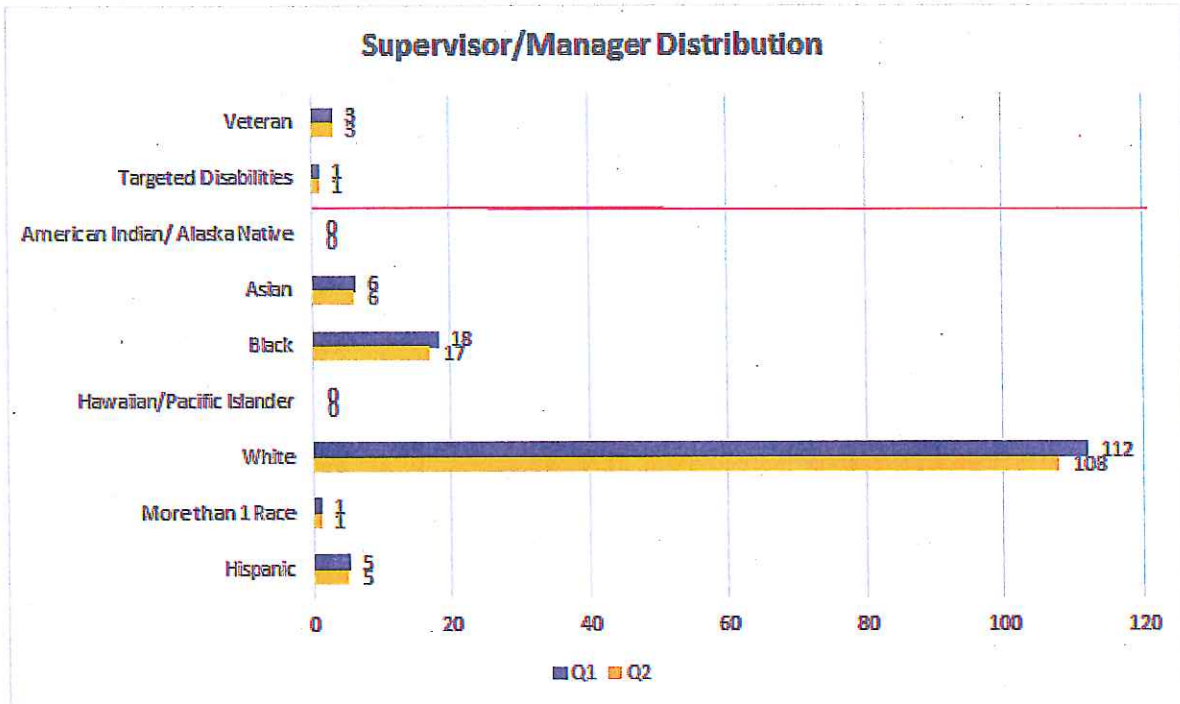


\*Employees under non-SES/non-GS Pay Plans, e.g. AL (Administrative Law Judge) or SL (Senior-level positions).



## 5. Region 5 Supervisor/Manager Distribution

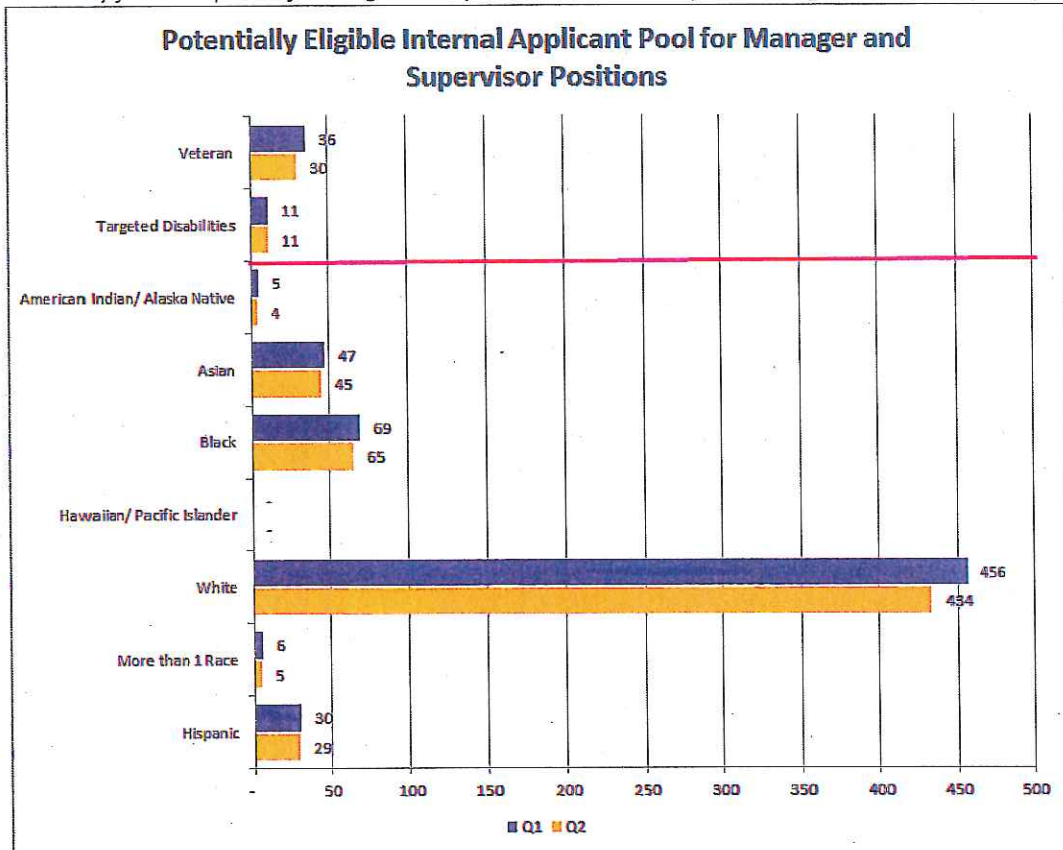
An overview of the number and percentages of supervisors/managers in permanent positions by race/national origin/targeted disability in the current fiscal year.



Group	Q2 Permanent Supervisors/Managers				TOTAL
	Male		Female		
	Total #	% of All Males	Total #	% of All Females	
Veteran	1	1.3%	2	3.4%	3
Targeted Disabilities	0	0.0%	1	1.7%	1
American Indian/ Alaska Native	0	0.0%	0	0.0%	0
Asian	5	6.3%	1	1.7%	6
Black	4	5.1%	13	22.4%	17
Hawaiian/Pacific Islander	0	0.0%	0	0.0%	0
White	66	83.5%	42	72.4%	108
More than 1 Race	1	1.3%	0	0.0%	1
Hispanic	3	3.8%	2	3.4%	5
TOTALS:	79	100.0%	58	100.0%	137

## 6. Region 5 Permanent Potentially Eligible Internal Applicant Pool for Manager and Supervisor Positions

An overview of the number and percentage of permanent employees, categorized by race/national origin, targeted disability, and veteran status, in the manager and supervisor applicant pool, which includes permanent employees in grades GS-13 through GS-15 categorized as non-manager levels 4 through 8 (see Data Dictionary for description of manager levels). The chart below reflects data for the current fiscal year.

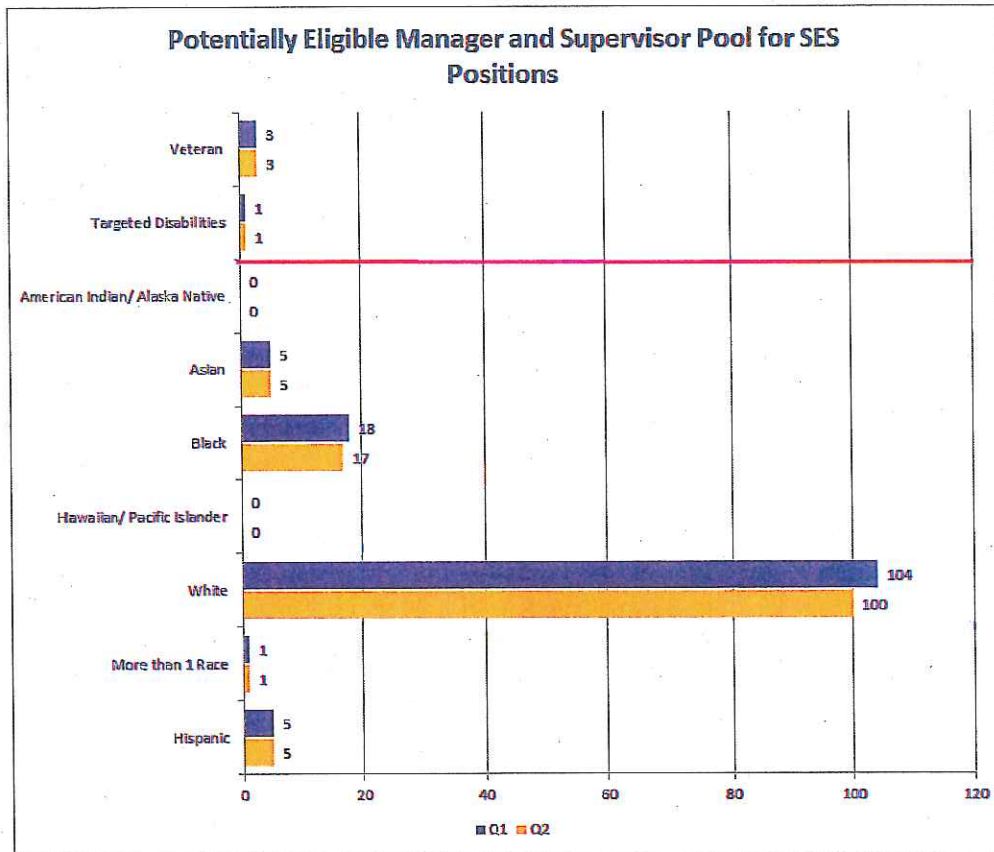


Group	Q2 Potentially Eligible Applicants				TOTAL
	Male		Female		
	Total #	% of All Males	Total #	% of All Females	
Veteran	25	7.86%	5	1.89%	30
Targeted Disabilities	9	2.83%	2	0.76%	11
American Indian/ Alaska Native	0	0.00%	4	1.52%	4
Asian	25	7.86%	20	7.58%	45
Black	21	6.60%	44	16.67%	65
Hawaiian/Pacific Islander	0	0.00%	0	0.00%	0
White	259	81.45%	175	66.29%	434
More than 1 Race	1	0.31%	4	1.52%	5
Hispanic	12	3.77%	17	6.44%	29
TOTALS:	318	100.00%	264	100.00%	582



## 7. Region 5 Potentially Eligible Manager and Supervisor Pool for SES Positions

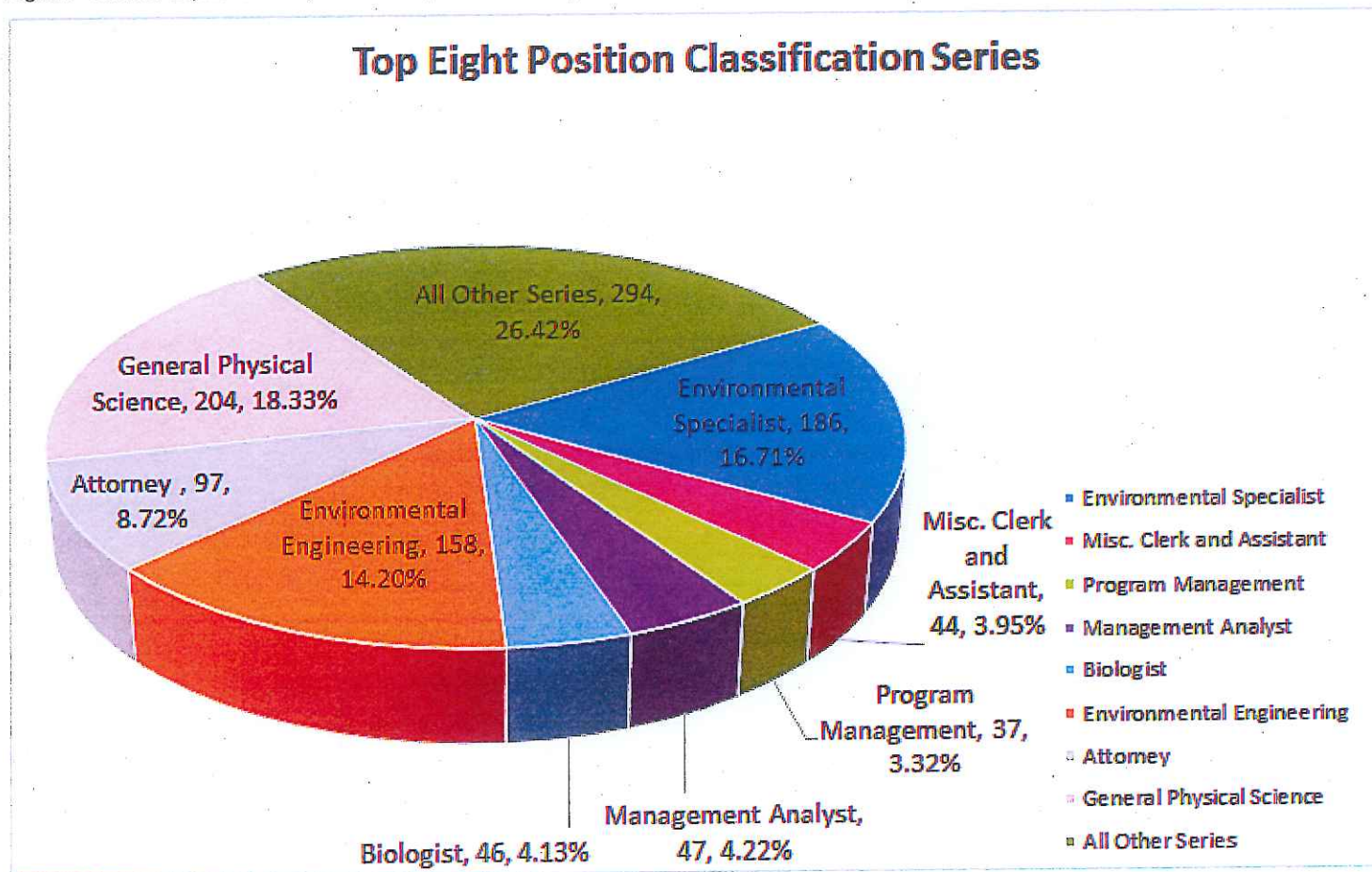
An overview of the number and percentage of permanent employees, categorized by race/national origin, targeted disability, and veteran status, who comprise the SES eligibility pool, which includes permanent employees in grades GS-14 and GS-15 categorized as manager level 2 (supervisors and managers; see Data Dictionary for description of manager levels). The chart below provides data for the current fiscal year:



Group	Q2 Potentially Eligible Applicants				TOTAL
	Male		Female		
	Total #	% of All Males	Total #	% of All Females	
Veteran	1	1.35%	2	3.70%	3
Targeted Disabilities	0	0.00%	1	1.85%	1
American Indian/ Alaska Native	0	0.00%	0	0.00%	0
Asian	4	5.41%	1	1.85%	5
Black	4	5.41%	13	24.07%	17
Hawaiian/Pacific Islander	0	0.00%	0	0.00%	0
White	62	83.78%	38	70.37%	100
More than 1 Race	1	1.35%	0	0.00%	1
Hispanic	3	4.05%	2	3.70%	5
TOTALS:	74	100.00%	54	100.00%	128

## 8. Region 5 Position Classification Series

An overview of the number of employees by occupational classification and presented according to only the **top 8** classifications identified within the office or region. Further explanation of OPM occupational classifications can be found at: <http://www.epa.gov/ohr/series.htm>.



# ANNUAL REGION 5 DATA

## Region 5 Education by GS Level

An overview of all EPA (permanent and temporary) employees grade categories by education levels. Education level categories include high school, Associates, Bachelors, Masters, Professional, and Doctorate.

### Education by GS Level

The education levels of all EPA employees (permanent and temporary) in all grades as of September 30, 2013.

Education Level	FY2013 Q4 (September 30, 2013)								
	SES	GS-15	GS-14	GS-13	GS-12	GS-08 through GS-11	GS-05 through GS-07	GS-01 through GS-04	non-SES/ non-GS
High School	0	1	7	42	87	43	24	5	0
Associates	0	0	0	2	7	8	6	0	0
Bachelors	3	24	53	227	110	24	7	0	1
Masters	3	21	61	179	67	3	1	0	0
Professional	2	35	53	7	5	1	0	0	0
Doctorate	1	5	6	24	10	0	0	0	0



## Education Levels by Race/National Origin

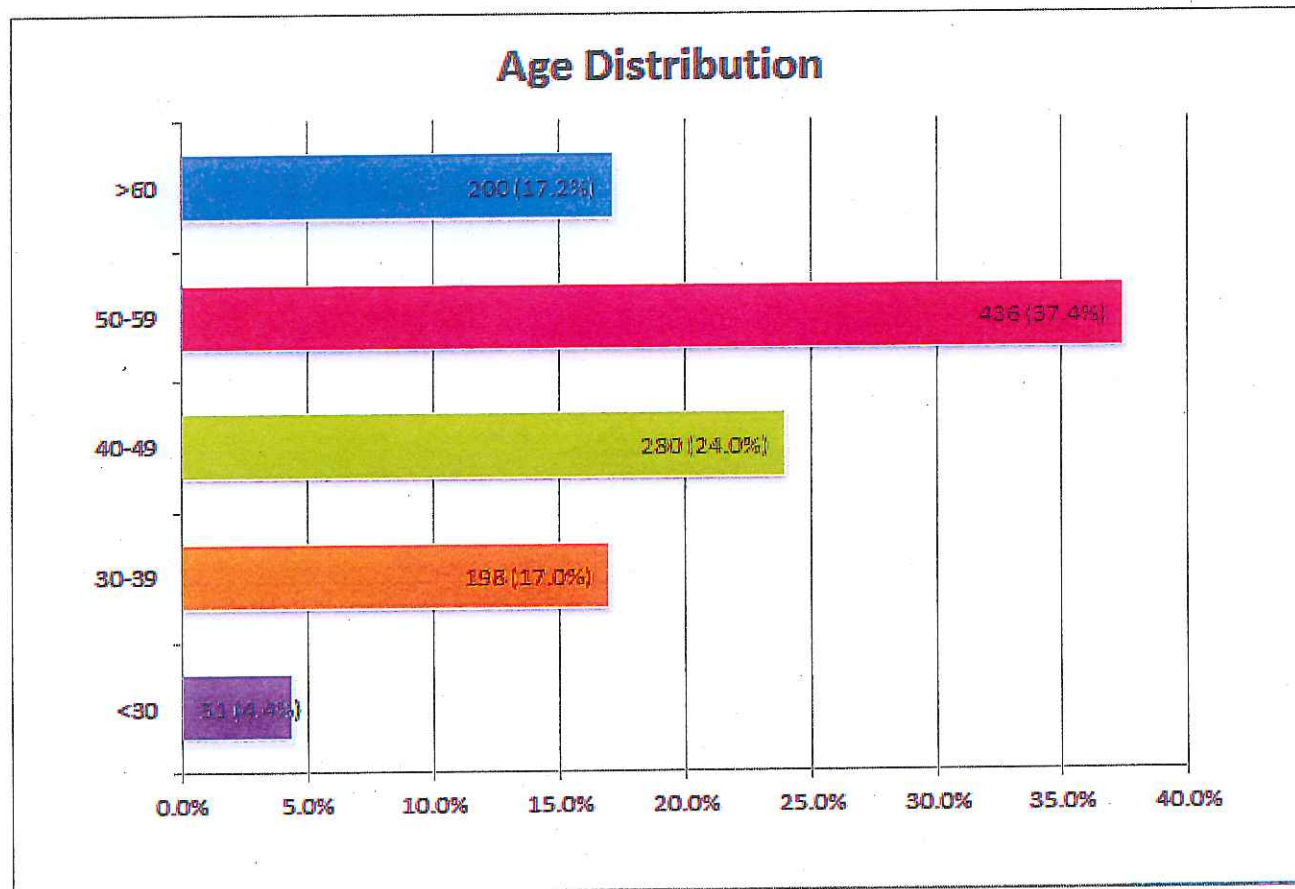
The education levels by race/national origin of all employees (permanent and temporary) in all grades as of September 30, 2013.

Education Levels by Race/National Origin							
Education Level	FY2013 Q4 (September 30, 2013)						
	American Indian/ Alaska Native	Asian	Black	Hawaiian/ Pacific Islander	White	More than 1 Race	Hispanic
High School	2	7	136	0	46	2	16
Associates	0	1	16	0	2	1	3
Bachelors	3	32	70	0	313	7	24
Masters	1	24	23	0	273	2	12
Professional	0	6	6	0	81	2	8
Doctorate	0	1	4	0	41	0	0
<b>Totals:</b>	6	71	255	0	756	14	63



### Region 5 Age Distribution

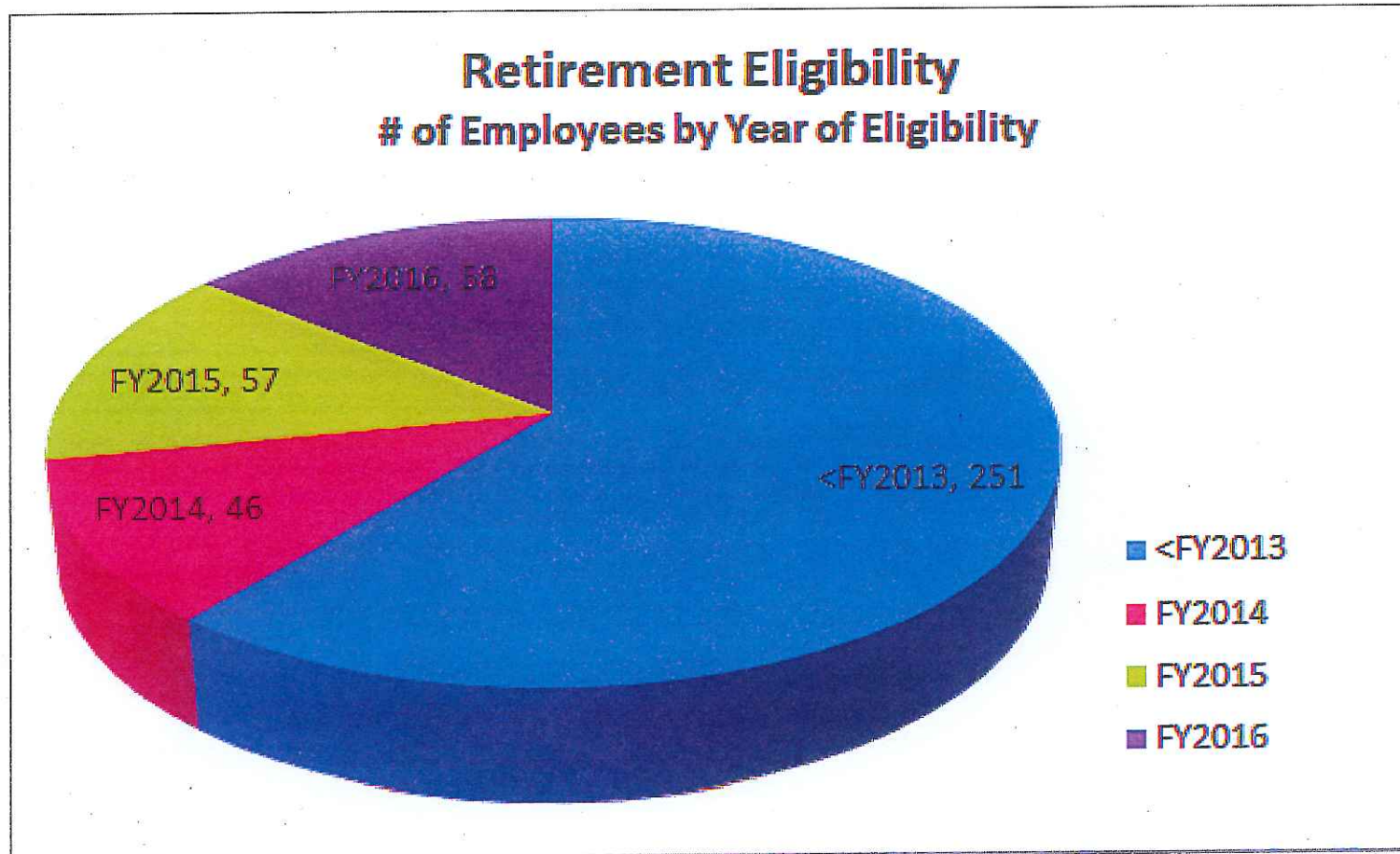
An overview of the current permanent and temporary employee age distribution categorized as <30, 30-39, 40-49, 50-59, and >60 as of September 30, 2013. Employees' ages are determined as of September 30, 2013.



### Region 5 Permanent Employee Retirement Eligibility

An overview of the permanent employee retirement eligibility pool, as of September 30, 2013, by number and by year of retirement eligibility. Projection estimates are calculated through the Office of Human Resources (OHR); actual retirements are calculated quarterly.

Employee Retirement Eligibility Pie Chart



## Region 5 Annual Awards Data

An overview of awards – cash, hours, and instances – presented to all (permanent and temporary) GS and SES employees for the fiscal year 2013 by race/national origin. Note that the data presented is reflective of a full fiscal year, which in this case is FY2013. The data will be updated to reflect 2014 awards data at the beginning of the first quarter, 2015.

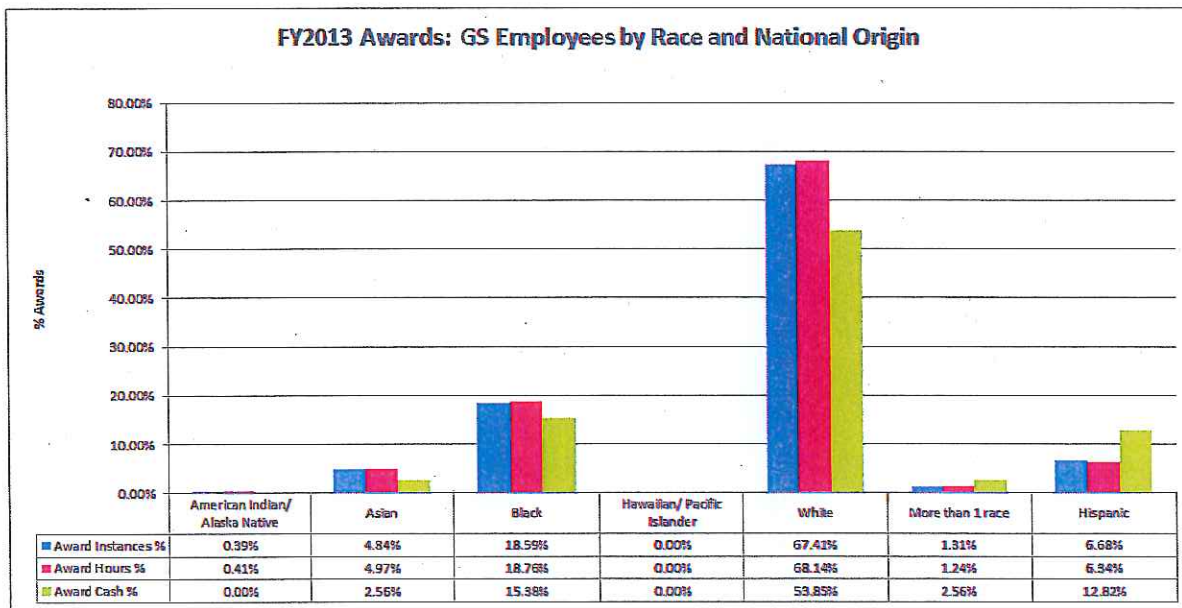
Awards are presented cumulatively and are reflective of awards given by employees' home office or region or another office or region. It is noteworthy that in some offices, decisions on the type of award given may factor in an employee's expressed preference for a monetary or time-off award. In calculating award instances, the number of award instances is summed to provide the total number of awards distributed.

### FY2013 Awards Distribution for GS and SES Employees

Award Instances	GS	SES
Total Award Instances	99.21%	0.79%
Award Hours Instances	99.86%	0.14%
Award Dollar Instances	87.18%	12.82%

### FY2013 Awards: GS Employees by Race and National Origin

Reflects the percentage of awards to GS employees by race and national origin for FY 2013.

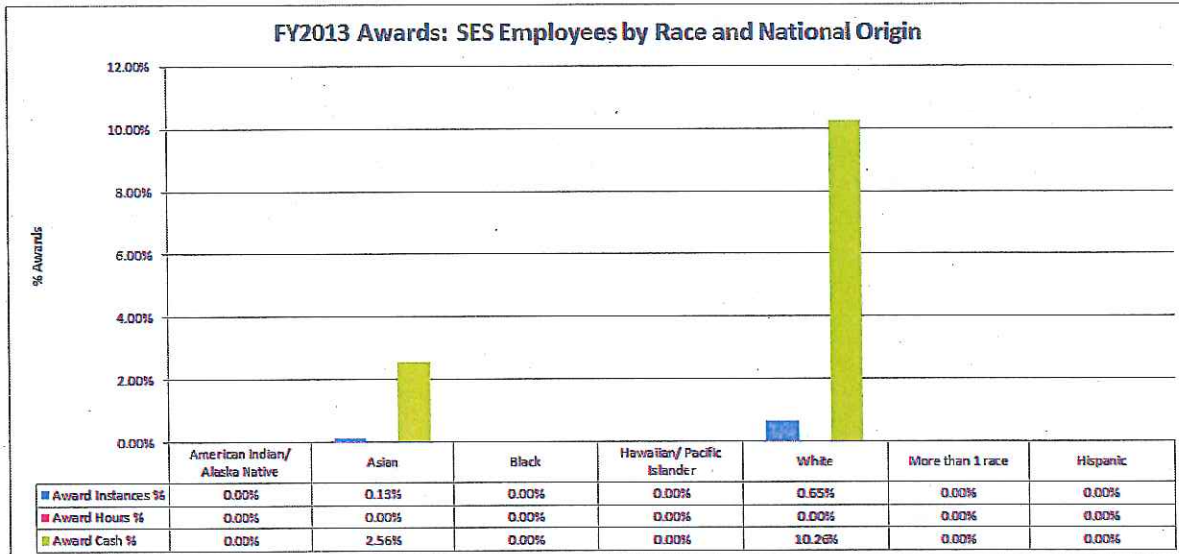


Total GS Employees at R5 as of QTR 4 FY2013														
Grade	American Indian/ Alaska Native		Asian		Black		Hawaiian/ Pacific Islander		White		More than 1 Race		Hispanic	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
GS	6	0.5%	69	6.0%	250	21.8%	-	0.0%	739	64.4%	13	1.1%	61	5.3%



## FY2013 Awards: SES Employees by Race and National Origin

Reflects the percentage of awards to SES employees by race and national origin for FY2013.



Total SES Employees at R5 as of QTR 4 FY2013														
Grade	American Indian/ Alaska Native		Asian		Black		Hawaiian/ Pacific Islander		White		More than 1 Race		Hispanic	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
SES	-	0.0%	1	0.1%	-	0.0%	-	0.0%	8	0.7%	-	0.0%	-	0.0%